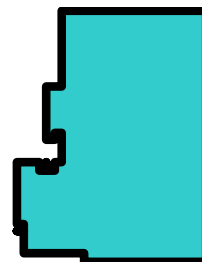
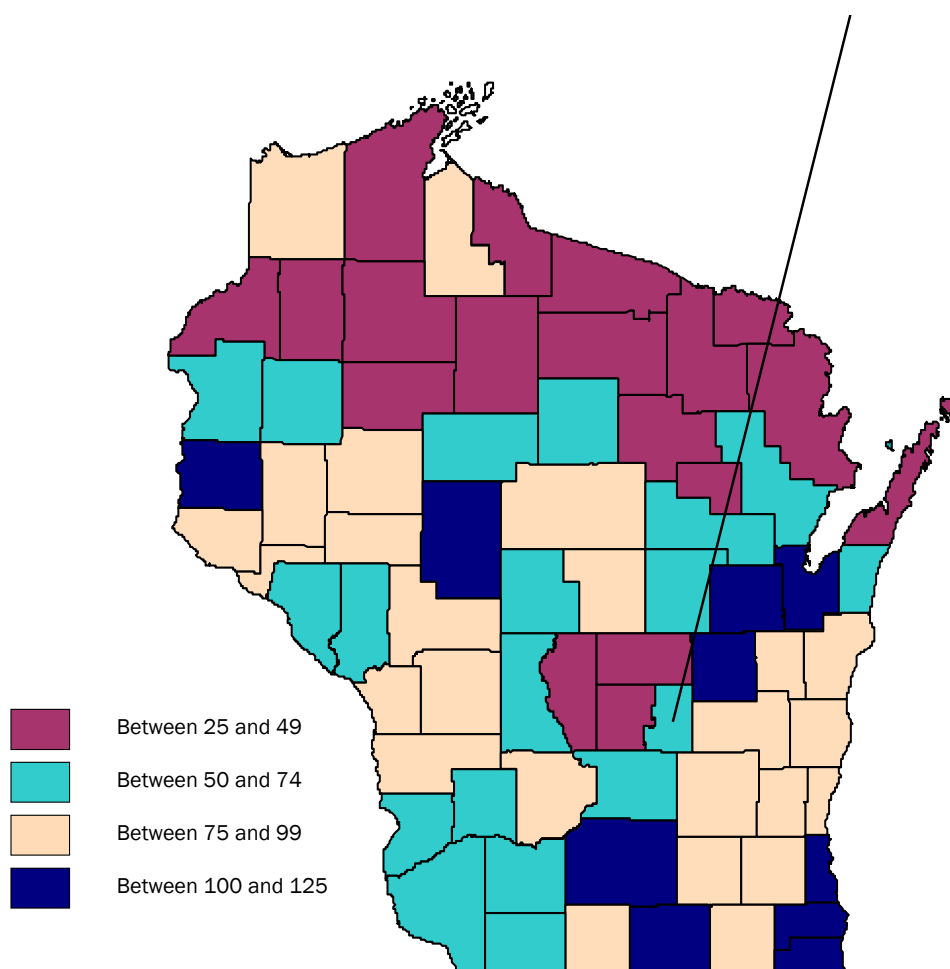


Green Lake County Workforce Profile



The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

Green Lake County grew at one-third the rate of the United States since the last census. The county's population has increased 1.3 percent since the 2000 census. The growth rate was less than one-half of the state's growth rate of 3.1 percent. The disparity in growth goes back to the last decade when Green Lake County experienced a 5.1% growth rate, while Wis-

The two sources of population growth are natural increase, which is the number of births minus the number of deaths, and net migration, which counts the number of residents moving into the county and subtracts the number moving out of the area. All of the county's growth since the census has been from people moving to the county. Immigration plays an important role in the growth of the county's population as a large portion of the residents in the county are in their late 30s or older based on the graph on the bottom of the page. This means that many of the county's population are past their prime child bearing years. If the county relied on natural increase, the county's population would be decreasing. This trend is not new, but goes back to before the 1990 census. Relying on net-migration for population growth is happening in many of the non-metro counties in Wisconsin.

Total Population

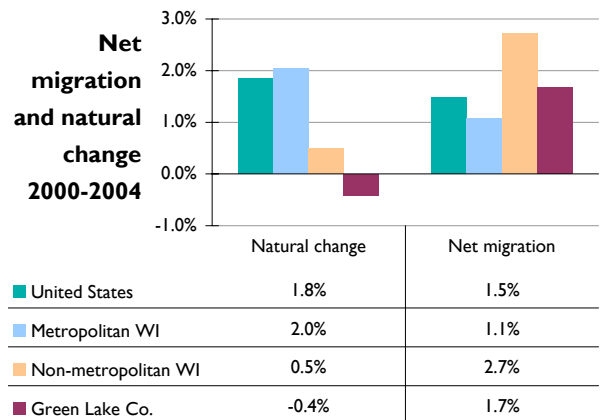
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,704	5,532,000	168,296	3.1%
Green Lake County	19,105	19,344	239	1.3%
Largest Municipalities				
Berlin, City*	5,222	5,242	20	0.4%
Brooklyn, Town	1,904	1,950	46	2.4%
Princeton, Town	1,540	1,592	52	3.4%
Princeton, City	1,504	1,476	-28	-1.9%
Markesan, City	1,396	1,373	-23	-1.6%
Green Lake, Town	1,258	1,273	15	1.2%
Berlin, Town	1,145	1,188	43	3.8%
Green Lake, City	1,100	1,135	35	3.2%
Kingston, Town	900	916	16	1.8%
Manchester, Town	848	867	19	2.2%

*Green Lake County portion only

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

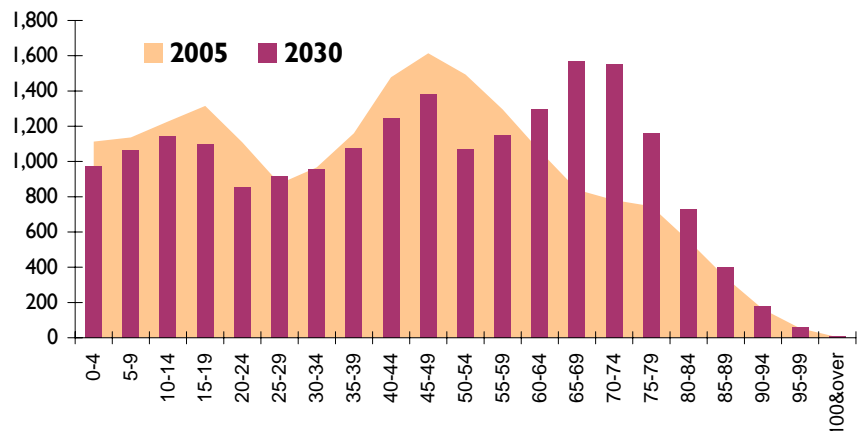
consin grew at 8.5%, and the United States added 8.7% to its population. The total population increase in the county has been 239.

Eight of the ten largest municipalities in the county had positive growth rates. Two cities had decreases in their population during the period. The City of Princeton declined by 28, while the City of Markesan was down 23. These numbers are very small and could reverse very easily. While the City of Princeton declined slightly the Town of Princeton increased by 3.4 percent for a gain of 52 residents. The Town of Berlin had the fastest growth rate in the county, increasing 3.8 percent to 1,288. In many cases, small changes can be the difference of just a few families moving in or out. This is affected by the economy or, sometimes, the change of municipal boundaries through the annexation process.



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Green Lake County



Source: WI Dept. of Administration, Demographic Services

Future Population and Labor Supply

By the year 2030, a large number of the county's population will be into their retirement ages. This will provide some new opportunities and challenges for government and businesses in the area.

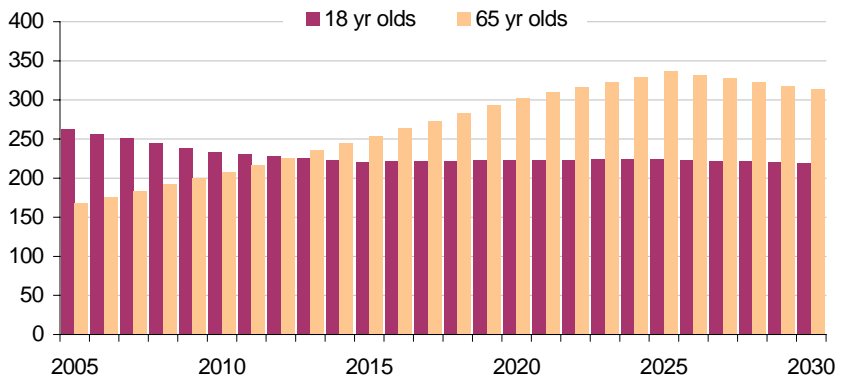
New opportunities will exist from different services and products that an older population will look for. This will provide for new businesses to develop to meet these needs.

New challenges will come from finding replacement workers for those that retire as well as a continuing supply of additional workers to fill openings created by economic expansion. It is projected on the graph to the right that in ten years the number in the population turning age 65, the normal retirement age in our culture, will be exceeding the number turning age 18. Usually high school students graduate and enter the full-time workforce, except those that continue on for either a two or four year degree.

Not all 18-year olds will enter the labor market just as not all retirements occur at 65. The degree that the population participates in the labor force is called the labor force participation rate and it varies by location, age, sex, race, and ethnicity.

Labor force participation is highest in the middle age groups.

Convergence of 18 & 65 year old population in Green Lake County

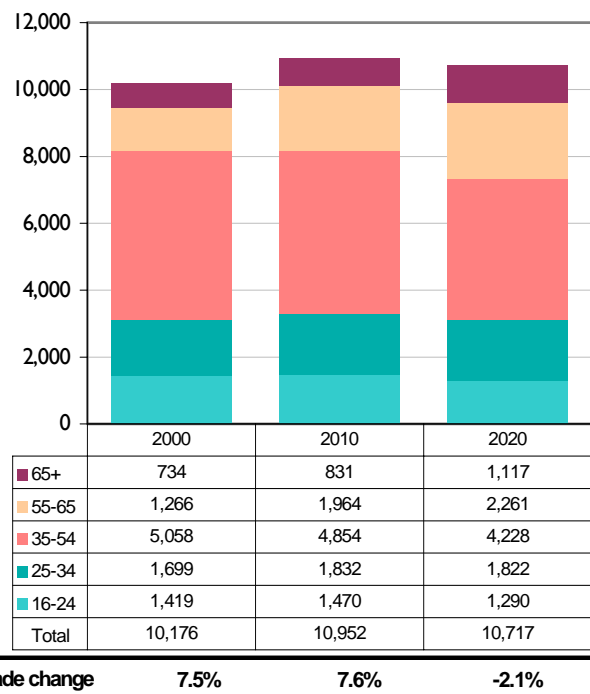


Source: WI Dept. of Administration, Demographic Services

This was great when most of the population was middle-aged. However, the county's population is moving closer to retirement age. Nationally, labor force participation is increasing faster among the non-white populations while it is declining in white populations. Participation is also increasing in the older age groups.

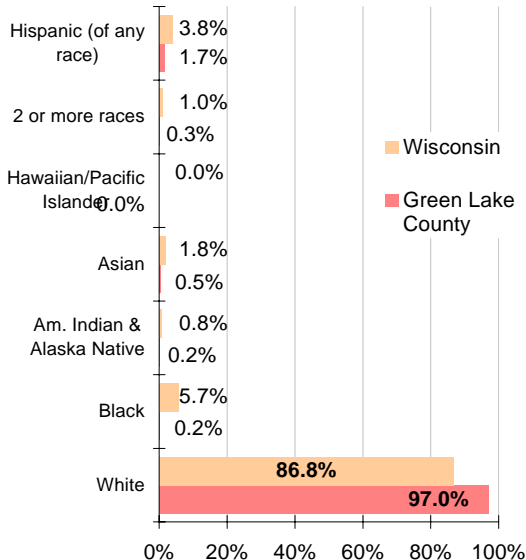
In the immediate future labor supply should remain constant. However, by the year 2020 it will have begun to decline.

Green Lake County Labor Force Projections by Age



Source: DWD, Office of Economic Advisors, August 2004

Race and ethnic distribution



Source: U.S. Census 2000, SF-3, table P-6

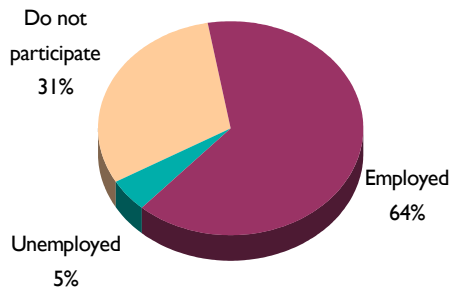
Current Labor Force

Labor force participation represents the share of population that is 16 years and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

to work and labor force participation rates will decline.

During recent years, the unemployment rate which had been close to national levels has moved above the national rate and is holding steady at this point.

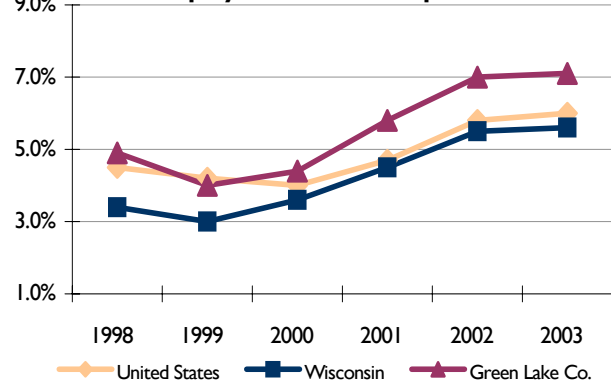
Labor force participation in Green Lake County



Source: DWD, Office of Economic Advisors, July 2004

In Green Lake County the participation rate of 69 percent means that 31 percent of the population 16 years and older are not currently attached to the labor force. This includes some students and individuals who choose not to work including retirees. As the population ages, more retirees will be included in the category of choosing not

Unemployment Rate Comparison



Green Lake County Civilian Labor Force Data

	1998	1999	2000	2001	2002	2003
Labor Force	10,625	10,291	10,113	10,448	10,403	10,517
Employed	10,108	9,877	9,673	9,843	9,679	9,772
Unemployed	517	414	440	605	724	745
Unemployment Rate	4.9%	4.0%	4.4%	5.8%	7.0%	7.1%

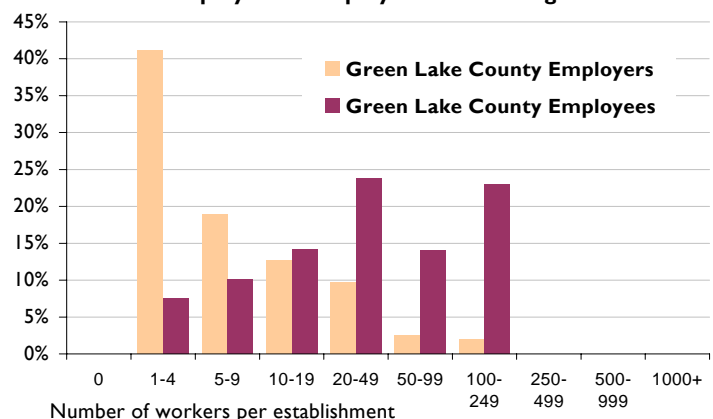
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Employers by Size

Over 70 percent of the county's employers have fewer than 20 workers. This group of employers provided nearly 40 percent of the jobs in the county. Fewer than five percent of the employers in the county have over 50 workers. These five percent provide just under 30 percent of the county's jobs. The largest portion of workers in the county are employed by employers with 20 to 49 workers providing just over 21 percent of the jobs.

Small employers in the county provide a larger portion of the county's jobs than the statewide average where most of the jobs are with a small percentage of the large employer with over 250 workers.

Share of employers & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industry & employers by size

The ten largest industry groups in Green Lake County provide just over one-half of the county's jobs. This includes both public and private sector employers. The largest industry group is educational services. Employment in this sector has remained quite stable over the last five years, although, like many other industries in the county, it declined over the last year. During the

last five years only educational services and food and beverage stores had declines in their employment.

The majority of employers in the county have less than 250 workers. Of the nearly 600 businesses in the county, the ten largest businesses provided nearly one third of the county's jobs.

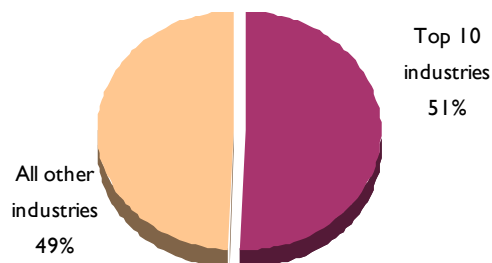
Top 10 Industries in Green Lake County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Educational services	4	557	-26	-1
Hospitals	suppressed	suppressed	not avail.	not avail.
Food services & drinking places	38	425	-39	-25
Executive, legislative, & gen government	15	421	9	25
Primary metal manufacturing	suppressed	suppressed	not avail.	not avail.
Nursing & residential care facilities	9	372	-4	14
Apparel manufacturing	5	234	-8	6
Miscellaneous manufacturing	4	220	-13	2
Food & beverage stores	10	200	17	-44
Truck transportation	17	195	24	23

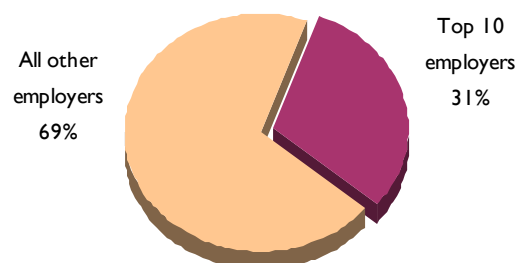
Top 10 Employers in Green Lake County

Establishment	Product or Service	Size (Dec. 2003)
Community Health Network Inc.	Offices of physicians, except mental health	500-999 employees
Berlin Area School District	Elementary and secondary schools	250-499 employees
Berlin Foundry Corp.	Iron foundries	100-249 employees
County of Green Lake	Executive and legislative offices, combined	100-249 employees
City of Berlin	Executive and legislative offices, combined	100-249 employees
Green Lake Venture Inc.(The Heidel House)	Hotels and motels, except casino hotels	100-249 employees
Markesan Public School	Elementary and secondary schools	100-249 employees
Ripon Award Jackets Inc.	All other cut and sew apparel manufacturing	100-249 employees
Wal-Mart Associates Inc.	Discount department stores	100-249 employees
Markesan Resident Home Inc.	Nursing care facilities	100-249 employees

Share of jobs in top 10 industries in
Green Lake County



Share of Green Lake County jobs
with top 10 employers

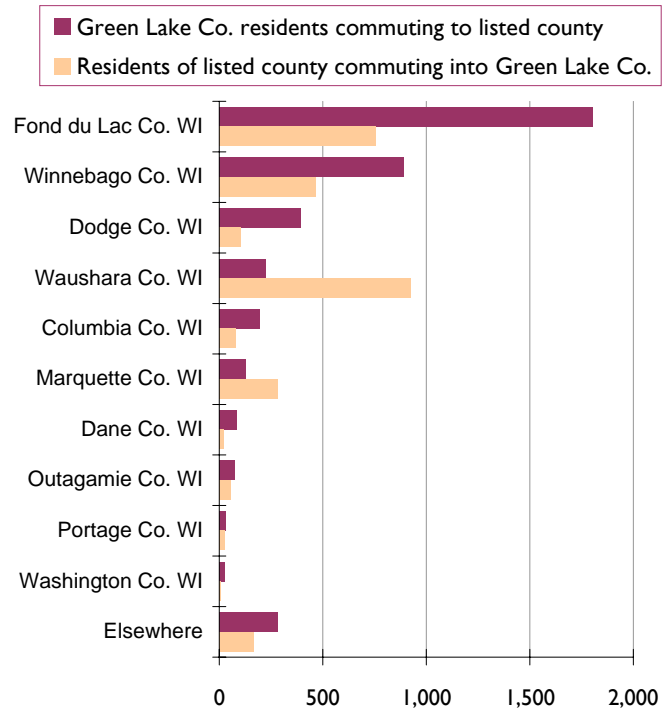


Commuting

Not all of the residents in the county work in the county and the reverse is true, not every job is filled by a county resident. Some workers who cross county borders to work in neighboring counties may simply mean going across the street, while in other places the workers may commute many miles to their place of employment in their home county.

Usually major exchanges of workers with other counties are between bordering counties as is the case in Green Lake County. Most workers entering and leaving Green Lake County go between Fond du Lac and Green Lake County. This is followed by Winnebago County. This is not unusual as both are considered metropolitan counties. More populated counties will often provide higher wages and more diverse occupational choices and opportunities.

Because of the county's proximity to these larger counties, Green Lake County is a net exporter of workers. Overall the county loses 1,254 workers to the surrounding counties. Just under 4,200 workers leave the county for employment on a regular basis, while a little less than 2,900 entering the county for work.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic advisors' website: <http://dwd.wisconsin.gov/oea/>. Wage tables are generally guides to what is happening in the local labor market. The surveys sent to approximately one-third of the employers in the state every year.

The surveys provide assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Green Lake County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

Like most non-metropolitan counties in the state, the average annual wage in Green Lake County is below the state-wide average, which is influenced by the populated metropolitan areas in the state. The county's average annual wage was 77.1 percent of the state and increased 3.3 percent over the last year. Average annual pay does not reflect the hourly pay in the area, but is a measure of the total wages paid, divided by the average number of workers. It does not differentiate between classes of occupation or between seasonal, part time or full time workers in the industry.

Average Annual Wage by Industry Division in 2003

	Average Annual Wage Wisconsin	Green Lake County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 25,781	77.1%	3.3%
Natural resources	\$ 25,723	\$ 27,656	107.5%	-3.8%
Construction	\$ 40,228	\$ 42,527	105.7%	7.2%
Manufacturing	\$ 42,013	\$ 29,160	69.4%	4.3%
Trade, Transportation, Utilities	\$ 28,896	\$ 23,506	81.3%	0.6%
Information	\$ 39,175	\$ 21,123	53.9%	-7.4%
Financial activities	\$ 42,946	\$ 36,114	84.1%	29.0%
Professional & Business Services	\$ 38,076	\$ 35,198	92.4%	9.2%
Education & Health	\$ 35,045	\$ 27,895	79.6%	1.9%
Leisure & Hospitality	\$ 12,002	\$ 9,836	82.0%	1.7%
Other services	\$ 19,710	\$ 16,073	81.5%	6.8%
Public Administration	\$ 35,689	\$ 21,736	60.9%	6.2%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

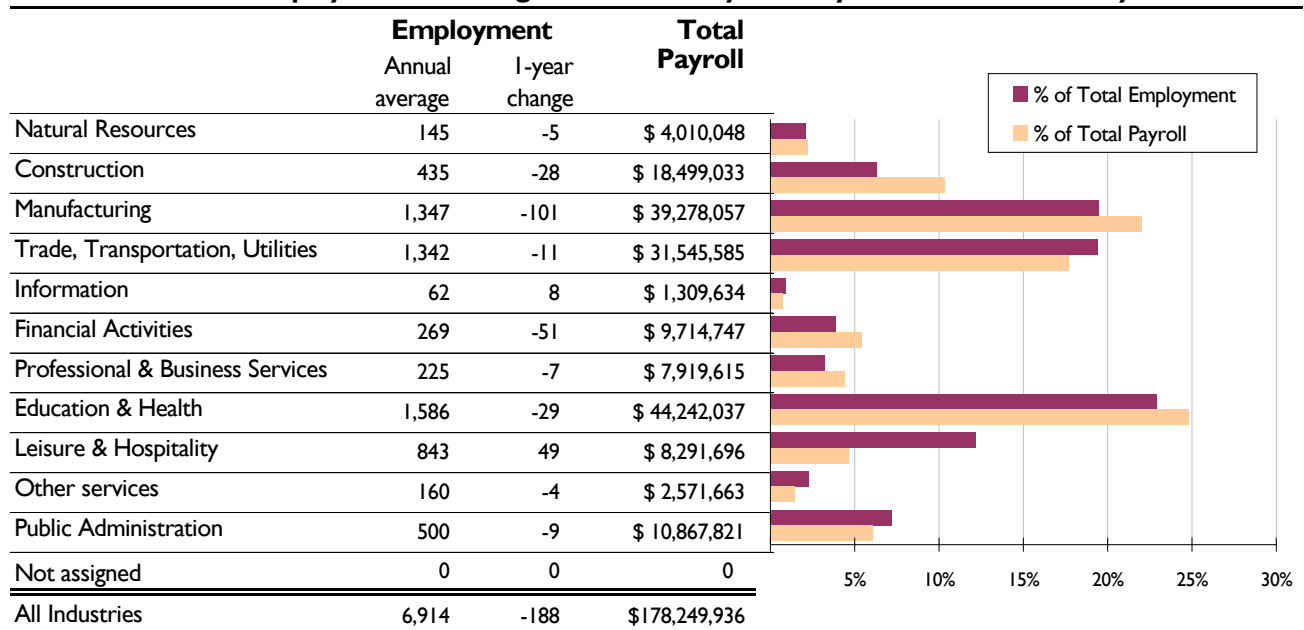
Only two of the industries in the county had annual wages above the state average. They were natural resources and the construction industry. Both of these were also above the county average.

paid in the county. Although the average annual wage for this industry is not the highest in the county, it does pay about \$2,200 more than the county's average annual wage for all industries.

Unlike many Wisconsin counties, manufacturing is not the major industry in the county. The education and health industry has the largest in number of workers and provides the greatest share of total wages paid to workers in the county. This industry provides nearly one-fourth of all of the wages

Like the education and health industry, the manufacturing industry provides a greater share of the county's total wages than it employs workers. These industries provide a large diverse base of employment and wages.

2003 Employment and Wage Distribution by Industry in Green Lake County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid year total population estimates.

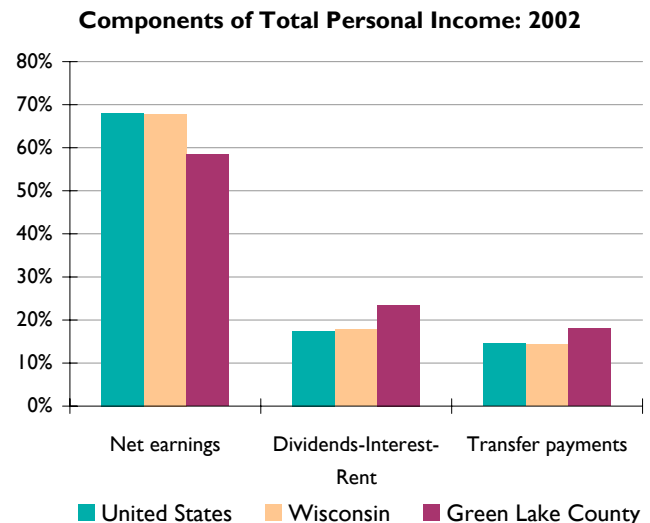
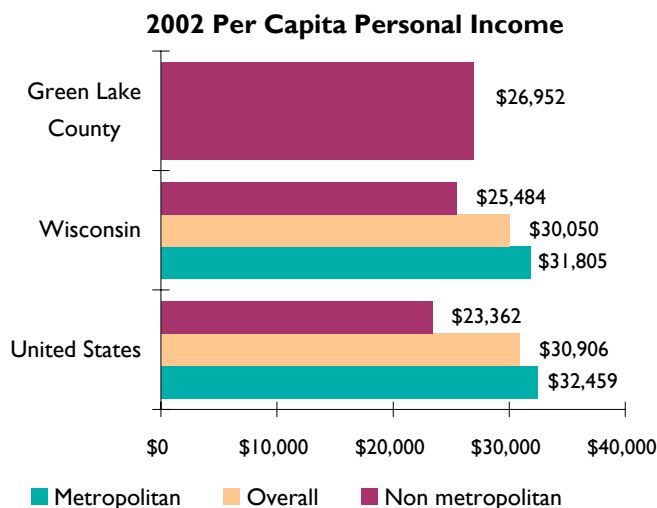
Like the state and nation, the majority of PCPI in Green Lake County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. The percentage of total income from net earnings is lower than the state and national average. This is offset with a higher percentage coming from the other two sources.

This may be a result of an older population that receives pension and other benefits.

PCPI in the county was \$26,952, rising only 1.6 percent from last year, slightly greater than in the United States. PCPI in the county while above the non-metropolitan county average was below both the state and nation. The rate of increase in county PCPI has remained below the state. PCPI based on current dollars did not increase over the last year, and rose only 4.1 percent over the last 5 years, about half that of the United States.

Per Capita Personal Income							Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Green Lake County	\$23,093	\$24,939	\$25,236	\$25,758	\$26,528	\$26,952	1.6%	16.7%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Green Lake County	\$25,884	\$27,525	\$27,250	\$26,910	\$26,948	\$26,952	0.0%	4.1%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

Dick Seidemann
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Sheboygan, WI 53081
Phone: 920-459-3845
email: Richard.Seidemann@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.